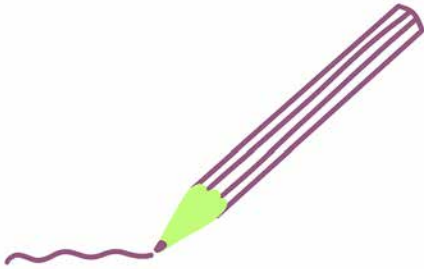


# Code of Conduct



## Goals and application of the Code of Conduct

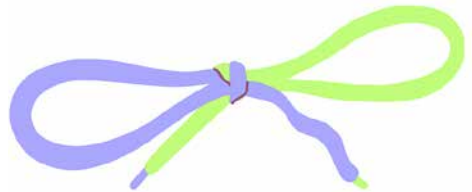
The goal of the Lucerne School of Design, Film and Art's Code of Conduct is to establish a shared culture of teaching and learning, a culture of trust, to promote dialogue among the members of the School. In doing so, the Code of Conduct creates a shared framework to identify incidents and deviations from the agreed conduct and to address them. It is an invitation to reflect and engage in discussion, for instance about one's own boundaries and those of others.

Beyond that, its aim is to...

- ... promote a self-critical way of thinking and acting that challenges existing norms.
- ... invite the reader to become aware of their privileges and reflect on them.
- ... identify and overcome exclusions and their root causes.

All members of the School bear joint responsibility for the Code of Conduct. People in managerial positions lead by example and honour the Code of Conduct by acting accordingly.

The scope of our Code of Conduct exceeds that of the HSLU's Code of Conduct and of its Diversity Policy, codifying the rules of interpersonal engagement and collaboration at the Lucerne School of Design, Film and Art. What is more, it expands and specifies article 53 of the Academic Regulations Governing Degree Programmes at the Lucerne School of Design, Film and Art.



## How we collaborate

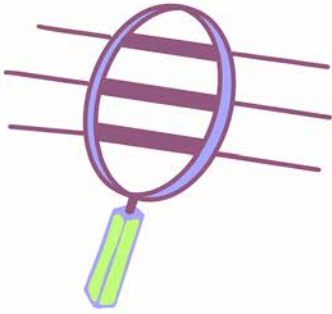
- We are mindful of each other, support each other when collaborating, and respect each other even if our perspectives and experiences are not aligned.
- We do not tolerate discrimination, e.g., based on age, appearance, sex, gender identity, physical and mental state, social, cultural and economic background, religion, world view, or sexual/romantic orientation.
- We develop and refine our awareness of power structures and privilege and apply it sensitively and responsibly.



- We are mindful of using appreciative language and use gender-appropriate, non-discriminatory language and preferred pronouns.
- We contextualise potentially harmful speech, images, situations, audiovisual documents or items and/or provide content warnings.
- We respect the privacy and personal rights of everyone. We set our boundaries and respect other people's boundaries.
- We avoid generalisations.
- We are willing to learn from each other, to accept feedback, to reflect on it and to put it in perspective. Our focus is on our own learning.
- We avoid thoughtless cultural appropriation.
- We honour authorship.

## When the Code of Conduct isn't enough

- The HSLU's internal resources on academic integrity (point of contact for DFK: Rachel Mader) and on the protection of personal integrity at the HSLU provide information on legal aspects and grievance procedures.
- The ombudsman's office is available in cases of conflict between members of the HSLU.
- There are designated points of contact and ambassadors in the School of Design, Film and Art at every level (e.g., in the degree programmes, competence centres, administration, facility services, etc.) who can be approached for support and advice if attitudes and actions in breach of the code of conduct are identified. Their role entails raising awareness for the Code of Conduct in their division.



## Further information

Visit the HSLU School of Design, Film and Art's [Diversity website](#) for more tips and resources:

- Communication support
- Language guidelines: “Meinst du mich mit?” (German only)
- Resources and support for people subject to discrimination (links/information for contact points in Central Switzerland)

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